



## Gender Pay Gap Report April 2019

As an employer of more than 250 people, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Bloxham School is required to report its Gender Pay Gap and make this information publicly available.

The information presented is at the snapshot date of 05<sup>th</sup> April 2018.

### Pay Gap Results

	2018	2017
Mean Gap	20.56%	27.37%
Median Gap	30.11%	38.81%

There is no provision for the payment of bonuses at Bloxham, as at the snapshot date and therefore the requirement to report is not applicable.

### Pay Quartiles

2018		
	Male	Female
Upper	52.63%	47.37%
Upper Middle	41.38%	58.62%
Lower Middle	47.37%	52.63%
Lower	18.97%	81.03%

2017		
	Male	Female
Upper	61.82%	38.18%
Upper Middle	32.14%	67.86%
Lower Middle	41.82%	58.18%
Lower	16.07%	83.93%



## Understanding the Pay Gap

The pay quartile analysis above highlights that we still have a gap in the Upper Quartile but that this is much improved on the 2017 position. There is however still a healthy female representation in the Upper Middle Quartile.

A large proportion of domestic and catering positions, who are generally part time (which is often to fit around childcare responsibilities), are traditionally lower paid. Specifically, the imbalance in the Lower Pay Quartile is due to the vast majority of our dedicated workforce being female and balancing working with spending holidays with their children and grandchildren.

Bloxham School is committed to ensuring that all staff receive equal pay for equal work, regardless of gender. As a boarding school, we rely on our large network of hardworking and committed support staff. Many of these roles are part time or term time only, which work flexibly around family life and tend, in many cases, to be attractive to women. We will continue to monitor gender pay to inform future strategic action concerning pay and to address areas of disparity.

**C Little**  
Bursar and Clerk to the Governors

April 2018